

# DMV Racial Equity Cohort

MAYOR AND CITY COUNCIL WORK  
SESSION

MONDAY, SEPTEMBER 14, 2020

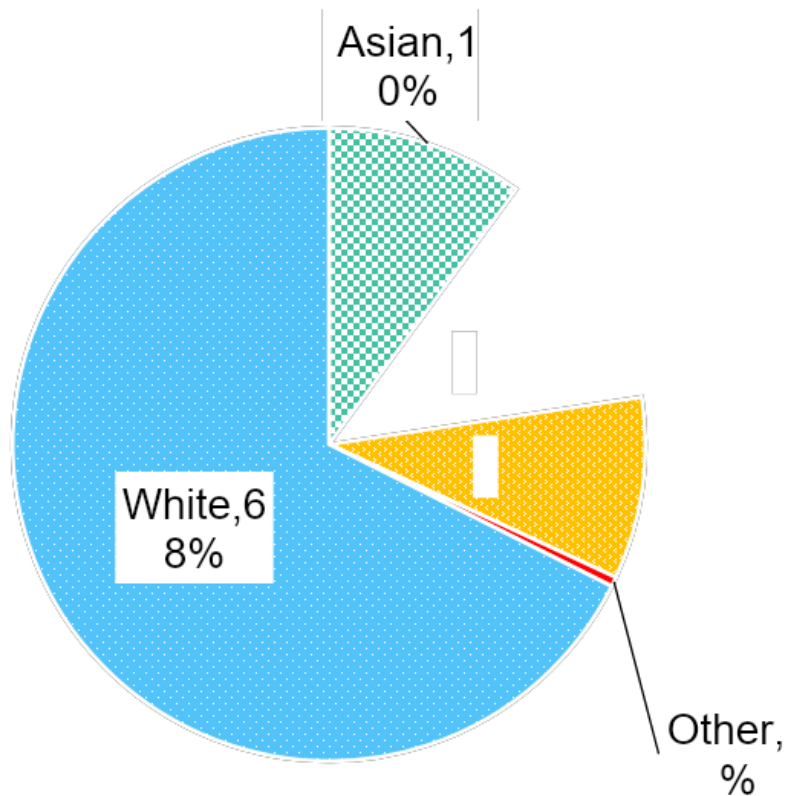
---



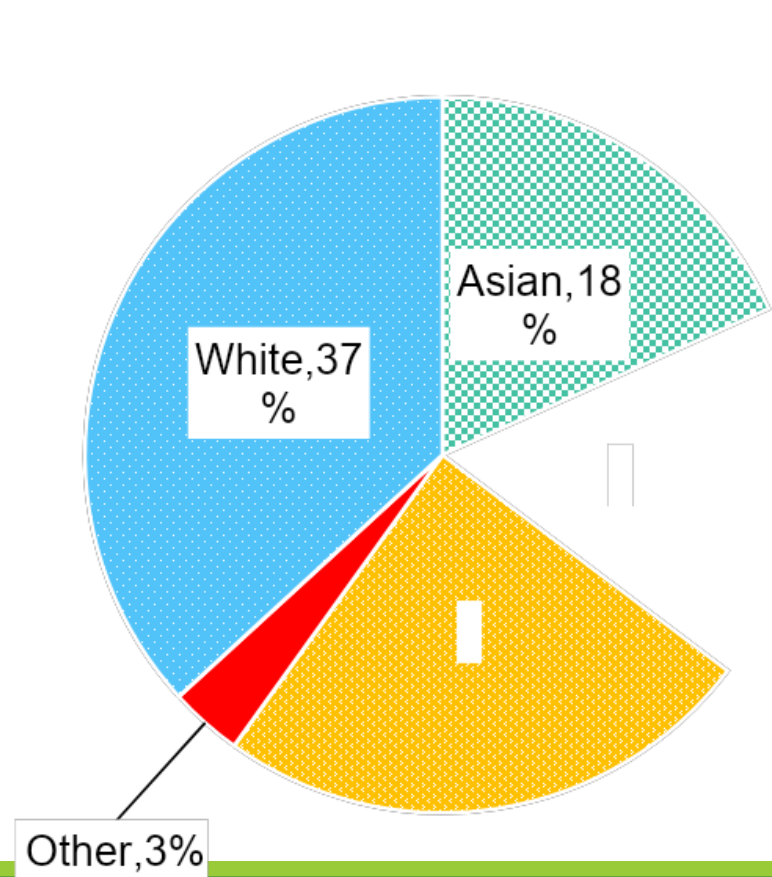
LOCAL AND REGIONAL  
GOVERNMENT ALLIANCE ON  
**RACE & EQUITY**

# Why is Racial Equity Important in Gaithersburg

1990 CENSUS



2019 VISIONING EXERCISE



# Participating Staff

---

- Patrice Payne, Community and Public Relations
- Nathan Bassett, Finance and Administration
- Tammy Castillo, Parks, Recreation and Culture
- Chris Vance, Police Department
- Kevin Etters, Public Works

# Updates

---

## Cohort

- Meets monthly in D.C. thru February
- GARE transitioned to virtual meetings thru July
- “Train the trainer” session pending

## Data collection updates

- As of March 2020, NeoGov tracks applicant data
- As of June 2020, Active.Net tracks recreation participant data
- Workforce data reviewed by team

# Workforce as of January 2020

---

653 total employees with 46% full-time employees

- Large Departments (40+)

- Parks, Recreation & Culture has 45 FT and 313 PT
- Planning and Code has 41 FT and 7 PT
- Police has 68 FT and 10 PT
- Public Works has 89 FT and 3 PT

# Workforce as of Jan 2020

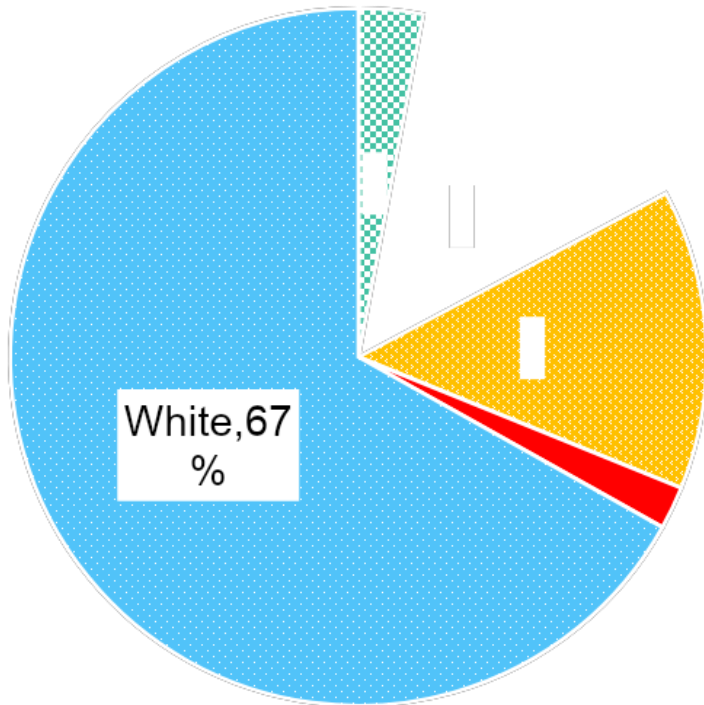
---

- Small Departments

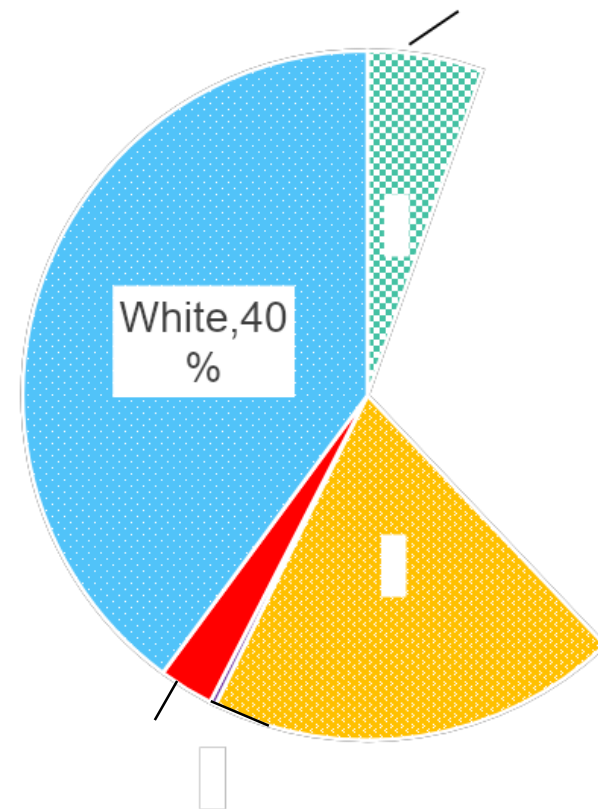
- City Manager's Office: 8 FT
- Office of City Attorney: 4 FT
- Human Resources: 6 FT
- Community & Public Relations: 16 FT & 16 PT
- Finance & Administration: 9 FT
- Information Technology: 15 FT & 2 PT

# Workforce Demographics

## FULL TIME



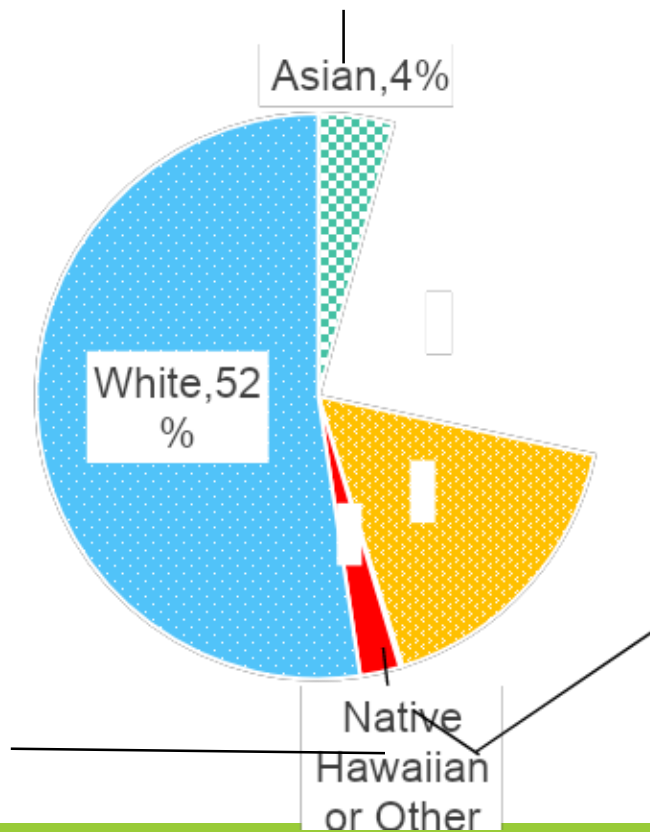
## PART TIME



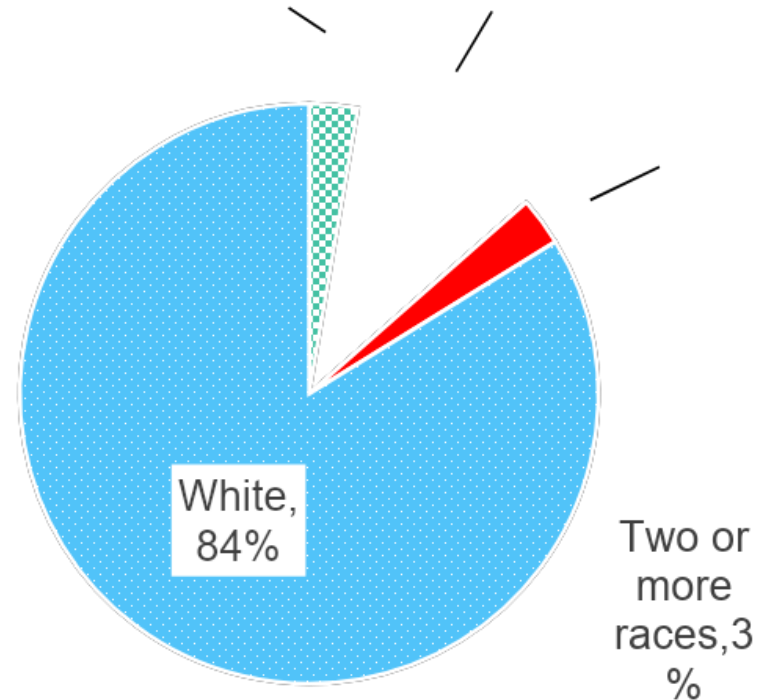
Blac  
Afric  
Amer  
,32

# Workforce vs Management

## Workforce



## Management





# Recreation Participants

---

The race/ethnicity question was asked during registration process with a 60% response rate.

- Due to COVID-19; spring activities & sports and traditional summer camps cancelled
- Summer 2020 season
  - 43 programs compared to 258 in 2019
  - 339 registrations compared to 2,431 in 2019
- Fall 2020 season
  - Registration started Aug 17
  - 143 programs offered compared to 417 in 2019

# FT Staff Position for Equity

---

## Roles and Responsibilities

- Equity leadership and oversight
  - Facilitate & develop plans and actions
  - Lead racial equity core team
  - Advise on racial equity policies
  - Advise on program equity
- Organizational equity assessments
- Racial Equity training
  - Develop and implement trainings
- Community engagement
  - Develop strategic plan
  - Conduct community dialogues
- Strategic community partnerships

# FT Staff Position for Equity

---

## Qualifications

- Mix of education / experience
  - Focus on Racial Equity experience
  - Management skills
- Experience with Racial Justice Movements
- Strong ability to apply Racial Justice lens across the organization
- Interpersonal skills
- Bilingual in Spanish or French

# Recommendations

---

## Workforce:

- Take a deeper dive
- Workforce survey

## Recreation Services:

- Continue to collect data over next year

## Next Steps:

- Create an internal structure
  - Governed by committee or members of SLT
  - Undertake no more than three initiatives

# Questions

---

